

Teacher/Administrator Information

Table 52. Full-time Equivalent^{1,2} Teachers, 1961-62 to 2011-12

School Year	Teachers	School Year	Teachers	School Year	Teachers
1961-62	4,502	1978-79	7,690	1995-96	7,259
1962-63	4,789	1979-80	7,602	1996-97	7,101
1963-64	5,036	1980-81	7,597	1997-98	6,705
1964-65	5,351	1981-82	7,678	1998-99	6,453
1965-66	5,545	1982-83	7,723	1999-00	6,372
1966-67	5,644	1983-84	8,191	2000-01	6,283
1967-68	5,855	1984-85	8,177	2001-02	6,264
1968-69	6,206	1985-86	8,073	2002-03	6,065
1969-70	6,315	1986-87	8,065	2003-04	5,865
1970-71	6,437	1987-88	8,120	2004-05	5,634
1971-72	6,648	1988-89	8,110	2005-06	5,485
1972-73	6,895	1989-90	8,035	2006-07	5,443
1973-74	7,072	1990-91	8,015	2007-08	5,498
1974-75	7,358	1991-92	7,951	2008-09	5,572
1975-76	7,427	1992-93	7,885	2009-10	5,569
1976-77	7,694	1993-94	7,769	2010-11	5,544
1977-78	7,694	1994-95	7,521	2011-12	5,529

Table 53. Full-time Equivalent¹ Teachers and Administrators by Position and Gender, 2009-10 to 2011-12

Position	2009-10			2010-11			2011-12		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Director	4	1	5	4	1	5	5	-	5
Regional Education Officer	2	3	5	2	3	5	2	3	5
Assistant Director	12	1	13	13	1	14	12	2	14
Senior Education Officer	15	11	26	16	10	26	15	11	26
Program Specialist	18	22	40	20	22	42	22	18	40
Principal	165	109	274	155	114	269	159	109	268
Vice-Principal	91	117	208	92	115	207	90	131	221
Classroom Teacher	987	2,589	3,576	974	2,610	3,584	953	2,611	3,564
Department Head	127	100	227	121	110	231	118	108	226
Special Education Teacher	81	432	513	75	426	501	74	413	487
Teachers for Severely Mentally Handicapped	3	5	8	3	4	7	1	3	4
Teachers for Severely Physically Disabled	45	270	315	41	270	311	44	273	316
Itinerant Teachers for the Hearing Impaired	7	11	18	6	11	17	3	14	17
Itinerant Teachers for the Visually Impaired	5	6	10	3	6	9	3	5	7
Itinerant Math	8	14	22	9	15	24	5	17	22
Itinerant Student Liason	1	-	1	1	-	1	-	-	-
Itinerant Student Support	-	-	-	-	-	-	-	-	-
Guidance Counsellor	44	120	164	45	125	170	45	131	175
Specialist	64	61	125	58	52	110	52	54	106
Educational Psychologist	13	24	37	14	26	40	14	30	44
Speech Pathologist	1	44	45	1	42	43	1	41	42
English Second Language Teacher	1	8	9	-	7	7	-	11	11
Music Education Supplemental	-	-	-	-	-	-	-	-	-
French Federal	-	4	4	-	4	4	-	4	4
Miscellaneous	3	10	13	1	8	9	5	12	17
Total	1,696	3,961	5,658	1,655	3,981	5,636	1,621	3,998	5,619

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on full-time equivalents rounded to the first decimal. Teacher and Administrator data as of October 31st. See the Glossary for the definition of full-time equivalent.

² Excludes directors, regional education officers, assistant directors, senior education officers, and program specialists.

Table 54. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time Teachers, 2000-01 to 2011-12

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
2000-01	48,165	50,133	41.9	43.2	16.4	17.1
2001-02	48,436	50,634	41.8	42.9	16.0	16.5
2002-03	52,317	54,495	42.0	42.8	15.9	16.1
2003-04	56,684	58,743	41.9	42.2	15.5	15.2
2004-05	58,406	60,212	41.7	42.0	15.2	15.0
2005-06	58,741	60,212	41.7	41.8	15.1	14.9
2006-07	60,401	62,018	41.5	41.9	14.7	14.6
2007-08	62,413	63,879	41.4	41.9	14.5	14.3
2008-09	62,360	63,879	41.2	41.9	14.1	13.9
2009-10	70,679	71,749	41.5	42.4	14.5	14.4
2010-11	74,245	74,619	41.8	42.7	14.7	14.5
2011-12	77,744	77,604	42.0	43.1	14.8	14.5

Table 55. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time District Staff⁴, 2000-01 to 2011-12

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
2000-01	70,830	65,898	46.2	46.4	22.4	22.8
2001-02	71,085	66,557	46.7	46.6	22.9	23.1
2002-03	75,621	71,633	46.4	47.1	22.3	23.0
2003-04	80,856	77,215	46.8	47.7	22.6	23.3
2004-05	83,199	79,145	46.7	48.3	22.4	23.9
2005-06	85,214	79,145	47.5	48.4	23.4	24.5
2006-07	85,347	81,521	46.9	47.8	22.7	24.1
2007-08	87,407	83,965	47.0	47.5	22.5	23.8
2008-09	91,464	88,915	47.2	47.3	22.2	23.4
2009-10	98,878	98,159	47.7	47.6	23.1	23.9
2010-11	102,800	100,558	48.7	48.8	24.2	24.8
2011-12	107,614	103,186	49.0	49.2	24.0	24.6

¹ Average - to calculate a numerical divide by the number of members in the group.

² Median - middle of ordered values: the middle value in a set of statistical values that are arranged in ascending or descending order.

³ Salary includes bonuses and allowances.

⁴ Includes directors, assistant directors, program specialists and senior and regional education officers.

Table 56. Number and Percentage of Full-Time Teachers by Salary and Gender, 2011-12

Salary	Males		Females		Total
	No.	%	No.	%	
< \$48,000	0	0.0	0	0.0	0
48,000-49,999	0	0.0	2	0.1	2
50,000-51,999	11	0.7	38	1.0	49
52,000-53,999	15	1.0	68	1.7	83
54,000-55,999	37	2.3	84	2.1	121
56,000-57,999	24	1.5	88	2.2	112
58,000-59,999	21	1.3	66	1.7	87
60,000-61,999	26	1.7	130	3.3	157
62,000-63,999	39	2.5	143	3.6	182
64,000-65,999	26	1.7	132	3.3	158
66,000-67,999	198	12.7	621	15.7	819
68,000-69,999	12	0.8	31	0.8	43
70,000-71,999	38	2.4	132	3.3	169
72,000-73,999	20	1.3	99	2.5	119
74,000-75,999	29	1.9	75	1.9	104
76,000-77,999	246	15.7	694	17.5	940
78,000+	824	52.7	1562	39.4	2,386
Total	1,565	100.0	3,964	100.0	5,529

Table 57. Full-time Equivalent¹ Teachers by Gender with Percentage Change from the Previous Year, 1998-99 to 2011-12

Year	Male	% Change	Female	% Change	Total	% Change
1998-99	2,716	-5.9	3,737	-2.1	6,453	-3.8
1999-00	2,599	-4.3	3,772	0.9	6,371	-1.3
2000-01	2,471	-4.9	3,812	1.1	6,283	-1.4
2001-02	2,435	-1.5	3,829	0.4	6,264	-0.3
2002-03	2,283	-6.2	3,781	-1.3	6,065	-3.2
2003-04	2,134	-6.5	3,732	-1.3	5,865	-3.3
2004-05	1,985	-7.0	3,649	-2.2	5,634	-3.9
2005-06	1,850	-13.3	3,635	-2.6	5,485	-6.5
2006-07	1,787	-10.0	3,656	0.2	5,443	-3.4
2007-08	1,723	-6.9	3,775	3.8	5,498	0.2
2008-09	1,660	-7.1	3,912	7.0	5,572	2.4
2009-10	1,645	-8.0	3,924	7.3	5,569	2.3
2010-11	1,600	-7.1	3,944	4.5	5,544	0.8
2011-12	1,565	-5.7	3,964	1.3	5,529	-0.8

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on the full-time equivalents rounded to the first decimal. Teacher and Administrator data as of October 31st. See the Glossary for the definition of full-time equivalent.

Table 58. Full-time Equivalent¹ Teachers by School District and Years Teaching Experience, 2011-12

School District ¹	Years of Experience														Total		
	<1		1 - 4.9		5 - 9.9		10 - 14.9		15 - 19.9		20 - 24.9		25 - 29.9			30+	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%		No.	%
Labrador	23	8.0	49	17.1	45	15.7	34	11.9	47	16.4	45	15.7	31	10.8	12	4.2	286
Western	31	2.9	169	16.0	168	16.0	185	17.5	174	16.4	160	15.2	145	13.7	24	2.3	1,055
Nova Central	50	4.7	206	19.6	163	15.5	170	16.2	156	14.8	165	15.7	118	11.2	24	2.3	1,051
Eastern	40	1.3	419	13.5	564	18.2	568	18.4	559	18.1	491	15.9	351	11.3	102	3.3	3,093
Conseil scolaire francophone	4	9.0	18	39.3	13	29.2	5	11.2	3	6.7	0	0.0	2	4.5	0	0.0	45
Total	147	2.7	860	15.5	953	17.2	962	17.4	938	17.0	861	15.6	647	11.7	162	2.9	5,529

Table 59. Full-time Equivalent¹ Teachers by Certificate Level and Point on Salary Scale, 2011-12

Certificate Level	Point on Salary Scale										Total
	1	2	3	4	5	6	7	8	9	10	
1	-	-	-	-	-	-	-	-	-	-	0
2	-	-	-	1	-	-	-	-	-	-	1
3	-	-	-	1	-	-	-	-	-	-	1
4	0	-	1	-	-	0	54	-	-	-	55
5	74	90	113	120	101	88	58	834	-	-	1478
6	35	59	86	104	112	93	70	66	1,066	-	1691
7	4	7	12	14	33	59	61	74	80	1,960	2303
Total	112	156	211	240	246	240	243	974	1,146	1,960	5,529

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on the full-time equivalents rounded to the first decimal. Teacher and Administrator data as of October 31st. See the Glossary for the definition of full-time equivalent

Table 60. Full-time Equivalent¹ Teachers by Age Group, 2001-02 to 2011-12

Year	Age Group in Years									Total
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	
2001-02	62	439	853	1,125	1,063	1,540	1,053	121	8	6,264
2002-03	49	447	770	1,136	1,017	1,382	1,096	156	12	6,065
2003-04	52	455	692	1,172	1,035	1,202	1,081	164	12	5,865
2004-05	64	474	622	1,119	1,071	1,128	964	175	16	5,634
2005-06	56	502	581	1,054	1,118	1,081	894	175	25	5,485
2006-07	81	512	582	977	1,182	1,050	836	195	28	5,443
2007-08	80	584	634	897	1,214	1,003	839	213	34	5,498
2008-09	116	635	703	808	1,211	1,017	807	239	36	5,572
2009-10	97	636	682	753	1,193	1,056	829	278	46	5,569
2010-11	64	620	724	717	1,130	1,128	826	284	51	5,544
2011-12	61	620	711	698	1,047	1,162	856	310	66	5,530
Percent Change 2001-02 to 2011-12	-2.4	41.2	-16.7	-38.0	-1.5	-24.5	-18.7	156.0	725.0	-11.7

Table 61. Profile of Substitute Teaching, 2000-01 to 2010-11

Year ²	Full-time Equivalent Teachers	Substitute Teachers ³	Substitutes as a Percentage of all Teachers	Total Substitute Days ⁴	Average Days Worked per Substitute	Average Days Used per FTE Regular Teacher	Percent of Total Instructional Days Taught by Substitutes	Equivalent to Full-time Teaching Units ⁴
	a	b	b/(a+b)*100	d	d/b	d/a	d/(a*185)*100	d/185
2000-01	6,283	1,916	23.4	68,642	35.8	10.9	5.9	371.0
2001-02	6,264	1,839	22.7	70,675	38.4	11.3	6.1	382.0
2002-03	6,065	1,969	24.5	71,078	36.1	11.7	6.3	384.2
2003-04	5,865	1,957	25.0	66,997	34.2	11.4	6.2	362.1
2004-05	5,634	2,015	26.3	65,936	32.7	11.7	6.3	356.4
2005-06	5,485	1,743	24.1	46,483	26.7	8.5	4.6	251.3
2006-07	5,443	1,867	25.5	73,880	39.6	13.6	7.3	399.4
2007-08	5,498	1,897	25.7	77,229	40.7	14.0	7.6	417.5
2008-09	5,572	1,889	25.3	78,761	41.7	14.1	7.6	425.7
2009-10	5,544	2,066	27.1	90,884	44.0	16.4	8.9	491.3
2010-11	5,529	2,005	26.6	87,326	43.6	15.8	8.5	472.0

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on the full-time equivalents rounded to the first decimal. Teacher and Administrator data as of October 31st. See the Glossary for the definition of full-time equivalent

² Year ending August 31.

³ Includes public and other schools.

⁴ Substitute teaching days converted to number of full-time teaching units (a full-time teaching unit is based on 190 days in the school year).

Table 62. Substitute Teachers by Age¹ Group and Gender, 2010-11

Age Group	Male	Female	Total
< 25	19	145	164
25-29	107	493	600
30-34	63	234	297
35-39	41	145	186
40-44	35	131	166
45-49	24	91	115
50-54	35	86	121
55-59	95	132	227
60+	58	71	129
Total	477	1,528	2,005

Table 63. Substitute Teachers by Years Teaching Experience and Gender, 2009-10 and 2010-11

Years Teaching Experience	Male		Female		Total	
	2009-10	2010-11	2009-10	2010-11	2009-10	2010-11
<1	125	100	539	500	664	600
1-4.9	133	143	499	570	632	713
5-9.9	43	48	170	177	213	225
10-14.9	21	19	94	86	115	105
15-19.9	12	14	34	39	46	53
20+	191	153	205	156	396	309
Total	525	477	1,541	1,528	2,066	2,005

Table 64. Substitute Teachers by Years Teaching Experience, 2003-04 to 2010-11

Year	<1	1-4.9	5-9.9	10-14.9	15-19.9	20+	Total
2003-04	636	462	208	131	66	454	1,957
2004-05	587	543	251	124	63	447	2,015
2005-06	552	482	203	109	50	347	1,743
2006-07	375	702	235	128	57	370	1,867
2007-08	641	507	191	112	54	392	1,897
2008-09	650	517	179	104	51	388	1,889
2009-10	664	632	213	115	46	396	2,066
2010-11	600	713	225	105	53	309	2,005

¹ Age as of December 31, 2008. See Glossary of Terms for further explanation of age calculations.

Table 65. Teachers¹ Who Retired in 2010-11 by School District and Gender with the Average Age Upon Retirement

School District	2010-11 ²		
	Male	Female	Total
Labrador	4	11	15
Western	28	22	50
Nova Central	20	32	52
Eastern	30	43	73
Conseil scolaire francophone	0	1	1
Other	7	13	20
Average Age	59.7	58.7	59.1
Total	89	122	211

Table 66. First-Time Teachers^{3,4} by School District and Gender, 2007-08 to 2011-12

School District	2007-08			2008-09			2009-10			2010-11			2011-12		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Labrador	15	28	43	4	19	23	5	11	16	2	9	11	8	15	23
Western	5	50	55	13	52	65	13	27	40	8	24	32	7	25	32
Nova Central	9	41	50	24	54	78	11	43	54	11	24	35	12	42	54
Eastern	17	79	96	18	79	97	16	62	78	14	40	54	8	37	45
Conseil scolaire francophone	0	4	4	3	7	10	3	3	6	1	7	8	2	2	4
Total	46	202	248	62	211	252	48	146	194	36	104	140	37	121	158

¹ Includes school and district personnel.

² Reflects year beginning September 1 and ending August 31.

³ Full-time and part-time.

⁴ Teachers with less than one year of teaching experience. Excludes directors, assistant directors, program specialists and human resource managers.

Table 67. Student Assistants¹ by School District and Gender, 2007-08 to 2011-12

School District	2007-08			2008-09			2009-10			2010-11			2011-12		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Labrador	2	26	28	2	25	27	1	25	26	1	25	26	0	25	25
Western	4	122	126	4	128	132	5	137	142	2	128	130	2	136	138
Nova Central	2	125	127	2	127	129	2	128	130	2	131	133	2	131	133
Eastern	32	331	363	33	342	375	35	370	405	33	365	398	36	372	408
Conseil scolaire francophone	1	2	3	1	3	4	1	6	7	1	5	6	0	7	7
Total	41	606	647	42	625	667	41	580	647	39	654	693	40	671	711

Table 68. Student Assistants¹ by School District and Gender, 2001-02 to 2011-12

Year	Male	Female	Total
2001-02	43	612	655
2002-03	37	626	663
2003-04	38	608	646
2004-05	40	613	653
2005-06	36	567	603
2006-07	37	600	637
2007-08	41	580	621
2008-09	42	625	667
2009-10	44	666	710
2010-11	39	654	693
2011-12	40	671	711

¹ The numbers shown do not represent student assistants working full days. The number of hours student assistants are required to work is dependent upon students' needs